



Disability Access and Inclusion Plan

May 2015

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Wickepin Shire Council

Disability Access and Inclusion plan

Introduction

Wickepin offers a safe, pleasant, healthy lifestyle, quality services, with a strong and expanding community to those considering coming to live here. Business opportunities, inexpensive land and housing prices, together with its relatively close proximity to Perth make Wickepin a great prospect for business people, retirees or young families.

Functions, facilities and services provided by the Shire of Wickepin.

The Shire of Wickepin is responsible for a range of functions, facilities and services including:

Services to property: construction and maintenance of council owned buildings; construction and maintenance of roads; dual use paths; street lighting; planting and caring for trees; street cleaning and litter control; numbering of buildings and lots; and bush fire control.

Services to the community: provision and maintenance of playing areas; parks and reserves; provision and maintenance of facilities for sporting and community groups; including Swimming Pool, Health Centre, Library and Information Service; Aged Care Facility, Emergency and Environmental Health Services.

Regulatory services: planning of road systems, sub-divisions and town planning schemes; building approvals for construction additions or alterations to the building control.

General administration: the provision of general information to the public, lodging of complaints and payment of rates, police licensing and dog licenses.

Processes of government: ordinary and special council and committee meetings; electors meetings and election of council members; and community consultations.

People with disability within the Shire of Wickepin

The shire covers an area of 198,900 hectares which includes the townsites of Yealering, Harrismith and Tincurrin with a combined population of approximately 716 people. The Avon, Blackwood and Murray Rivers rise in the shire which produces large quantities of cereal grains.

According to the Australian Bureau of Statistics (ABS), approximately 20.6% of West Australians or more than 1 in 5 people identify themselves as having some form of disability. Though a disability restricts the person's ability to participate, 97 % of people with a disability live in the community, with over 12% providing direct care to a person with a disability.

As the Shire of Wickepin becomes more attractive as a "Bush Change", yet still close proximity to Perth, the number of people with disability living within the Shire is likely to increase in the future. As it is now seen that a majority of people with disability live in the community, it is therefore important that they have the same opportunities and choices as other people to participate in community life. The Shire of Wickepin is responsible for the planning process, with a particular focus on a nurturing community where diversity and a sense of identity is respected and valued. Seeking input from the local community, with personal and/or professional knowledge of disability issues, Disability Services Commission, the Shire of Wickepin will continually develop, implement, review and evaluate the plan.

Planning for better access

It is a requirement of the Disability Services Act (1993) that all local governments develop and implement a Disability Access and Inclusion Plan (DAIP) that outlines the ways in which they will ensure that people with disability have equal access to its facilities and services. Annual Reports on activities relating to the progress of these plans are reported to state government at the end of each financial year.

Access and Inclusion plans are not just about ensuring buildings have wheelchair access, they also incorporate inclusion at a participatory and service level. The vision of the DAIP is for an accessible and inclusive community and the format will concentrate on seven key areas:

1. Quality of existing and future services
2. Access to buildings and facilities
3. Access to shire supported events and projects
4. Information and communication
5. Opportunities to make complaints

6. Opportunities to participate in public consultation
7. The same opportunities as other people to obtain and maintain employment with a public authority

Other legislation underpinning access and inclusion includes the Western Australian Equal Opportunity Act (1984) and the Commonwealth Disability Discrimination Act (1992) (DDA). While Action Plans are not compulsory under the DDA, they can assist organisations to become more accessible and inclusive, and can provide some clarity during disability discrimination proceedings. A DAIP may also satisfy the DDA'S requirements for Action Plans.

Progress since 1995

The Shire of Wickepin is committed to facilitating the inclusion of people with disability through the improvement of access to its facilities and services. Towards this goal the Shire adopted its first DSP in 1995 to address the barriers within the community for people with disability. The DSP addressed both its statutory requirements under the WA Disability Services Act (1993) and its obligation under the Commonwealth Disability Discrimination Act (1992). The DSP has undergone nine internal reviews since 1995.

Since the adoption of the initial DSP, the Shire has implemented many initiatives and made significant progress towards better success. Some of these initiatives include:

- Existing footpaths have been upgraded and with the assistance of the Engineer a 7 year footpath programme is in place to rectify and upgrade all footpaths with the Shire.
- Information was made available in alternative formats on request.
- The availability of alternative format information was promoted via local newspapers.
- Key council staff received disability awareness training.
- Information about planning processes, electoral processes, and council meetings, complaints processes were provided in clear and precise language and made available in alternative formats upon request.
- Ramp access has been built at Facey House so it's accessible to people with disability.
- Ramp access has been provided at the Town hall.
- Ramp access has been provided at the Health Centre.
- New development at the Community Centre included accessible toilets with ramp access to the building and the pavilion.
- Tactile paving has been laid in Main Street.
- Accessible toilet facilities have been constructed in the Main Street of town.
- 'Cottage Homes' - an aged care facility has been upgraded to provide ramps, paths, rails, with provisions for seating and gazebo when funds become available.

- War memorial has been upgraded to provide access to people with disabilities.

Further progress has been made for disability access since 2008 which includes:

- New glass automatic sliding doors installed at the Wickepin Health Centre.
- New glass sliding doors installed at the Wickepin Administration Centre.
- Asphalt paving at the front of the Wickepin Swimming Pool.
- Implementation of a Financial Hardship Policy for people who have difficulty paying shire rates including a national relay service and access for translation and interpretation service numbers to call for assistance.
- Continuation of the footpath programme with emphasis on access for people with disability.
- Concrete paving and upgrade of the Wickepin Swimming Pool.
- Accessible access ramp at the Wickepin Anglican Church.
- Accessible access ramp at the Wickepin Caravan Park accommodation units
- Full support disability swing set in playgrounds

Access and Inclusion Policy Statement for People with Disability, their Families and Carers.

The Shire of Wickepin is committed to ensuring that the community is an accessible and inclusive community for people with disability, their families and carers.

The Shire of Wickepin interprets an accessible and inclusive community as one in which all Council functions, facilities and services (both in house and contracted) are open, available and accessible to people with disabilities, providing them with the same opportunities, rights and responsibilities enjoyed by all other people in the community.

The Shire of Wickepin recognises that people with disability are valued members of the community who make a variety of contributions to local social, economic and cultural life. The Shire believes that a community that recognises its diversity and supports the participation and inclusion of all its members makes a richer community life.

The Shire of Wickepin further believes that people with disability, their families and carers who live in country areas should be supported to remain in the community of their choice.

The Shire of Wickepin is committed to consulting with people with disability, their families and carers and where required, disability organisations to ensure that barriers to access and inclusion are addressed appropriately.

The Shire of Wickepin is committed to ensuring that its agents and contractors work towards the desired outcomes in the DAIP.

The Shire of Wickepin is committed to working in partnership with local community groups and businesses to facilitate the inclusion of people with disabilities through improved access to facilities and services in the community.

The seven outcomes upon which the DAIP has been based will assist the Shire of Wickepin to design, develop and implement fair and equitable disability related policies. These outcomes are:

1. People with disability have the same opportunities as other people to access the services of, and any events organised by the Shire of Wickepin
2. People with disability have the same opportunities as other people to access the buildings and other facilities of the Shire of Wickepin
3. People with disability receive information from the Shire of Wickepin in a format that will enable them to access the information as readily as other people are able to access it
4. People with disability receive the same level and quality of service from the staff of the Shire of Wickepin
5. People with disability have the same opportunities as other people to make complaints to the Shire of Wickepin
6. People with disability have the same opportunities as other people to participate in any public consultation by the Shire of Wickepin
7. People with disability have the same opportunities as other people to obtain and maintain employment with a public authority

Development of the DAIP

Responsibility for the planning of the DAIP

Community consultation process

In 2015, the Shire of Wickepin undertook to review its DAIP, consult with key stakeholders and draft a new DAIP to guide further improvements to access and inclusion. The Shire ensured wherever possible consultation was made with representatives from a variety of different sectors of the community.

The process included:

- Examination of the initial Disability Services Plan and subsequent review reports to see what has been achieved and what still needs to be completed
- Examination of other council documents and strategies
- Investigation of contemporary trends and good practice in access and inclusion

- Consultation with key staff
- Consultation with the community via a survey carried out through a notice in the local newspaper and advertised on the Council website
- Consultation with people with disability and other key stakeholders

The Disability Service Regulations 2004 set out the minimum consultation requirements for the public authorities in relation to the DAIP. Local government authorities must call for submissions (either general or specific) by notice in a newspaper circulating in the local district of the local government under the Local Government Act 1995 and on any website maintained by or on behalf of the local authority. Other mechanisms may also be used.

- In May 2015 the community was informed through the local newspaper, that the Shire of Wickepin was reviewing its disability access and inclusion plan to address the barriers that people with disabilities and their families experience in accessing council functions, facilities and services.
- The community was advised through the local newspaper that they could provide input into the development of the plan which is available at the Shire Office and other formats if required:

Findings of the consultation

The review and consultation found that the DAIP be included in discussions at all Council Committee meetings relating to any proposed new and upgraded infrastructure owned or vested in Council. The new plan should not only address current access barrier but also reflect contemporary values and practices, such as striving for inclusion and meeting more than the minimum compliance with access standards. It must also keep abreast of legislative and regulatory changes.

The consultation also identified a variety of remaining barriers to access and inclusion, to be addressed in the DAIP Implementation Plan.

Access Barriers

While the review and consultation noted a great deal of achievement in improving access it also identified a range of barriers that require redress. These access barriers include:

- Absence of a concise policy to guide and inform access and inclusion activities
- Processes of Council and information in other formats may not be as accessible as possible
- Events may not always be held in a manner and location that best facilitates the participation of people with disabilities
- Some of the facilities within the Shire including Yealering, Harrismith and Tincurrin may not be accessible

- Suitable footpaths for people with disability may not be meeting the needs of this growing demographic
- A resident requested that a footpath on Wogolin Road near the Wickepin Swimming pool be modified to allow access for her Gopher. This request was received following a consultation in 2012. The footpath was subsequently modified to access by Gopher.

The identification of these barriers was included in the development of strategies in the DAIP. The barriers have been prioritised in order of importance, which assists setting timeframes for the completion of strategies to overcome those access barriers.

Responsibilities for implementing the DAIP

It is the requirement of the Disability Services Act that public authorities must take all practical measure to ensure that its officers, employees, agents and contractors implement the DAIP.

Implementation of the DAIP is the responsibility of all areas of council. Some actions in the Action Plan will apply to all areas of the Council while others will apply to a specific area. The Action Plan sets out who is responsible for each action.

Communicating the plan to staff and people with disability

In May 2015 copies of the Draft Disability Access and Inclusion Plan were sent to all those who contributed to the planning process including council officers, people with disability, their families, carers, disability organisations and relevant community groups for feedback. In June 2015 the plan was finalised and formally endorsed by Council.

Council has advised through the local newspaper that copies of the plan are available to the community upon request and in alternative formats if required, including hard copy in standard and large print, electronic format, audio format on cassette, CD, by email and on the Council's website.

As plans are amended, both staff and the community will be advised of the availability of updated plans using the same methods.

Review and Evaluation Mechanism

The Disability Services Act sets out the minimum review requirements for public authorities in relation to the DAIP. The Shire's DAIP will be reviewed at least every 5 years, in accordance with the Act, and on an annual basis in establishing budget priorities for the forthcoming financial year. The DAIP implementation plan may be amended on a more regular basis to reflect progress and any access and inclusion issues that may arise. Whenever the DAIP is amended, a copy of the amended plan will be lodged with the Disability Services Commission.

Monitoring and Reviewing

- As part of the review process for this project and to ensure individuality of the DAIP outcomes, strategies and implementation, there will be consultation with key stakeholders, community members and shire staff who will meet biannually to review the progress on the implementation of the strategies identified in the DAIP
- The review and monitoring of the Shire's DAIP will be included in the 2015-2020 DAIP which will be submitted to the Disability Services Commission in July 2015. The report will outline what has been achieved under the Shire's DAIP
- Council will prepare a report each year on the implementation of the Disability Access and Inclusion Plan;
- Council will provide a DAIP progress report. These progress reports will be formally endorsed by Council, and be included in Council's Annual Report

Evaluation

Once a year, prior to 4th July, Council will seek feedback from the community regarding the implementation of the DAIP and its effectiveness of strategies that have been implemented.

- Endorse any progress reports on the implementation process which forms part of the Disability Access and Inclusion Plan
- Notices about consultation process will be placed in the local newspaper
- Seeking feedback the Shire will also seek to identify any additional barriers that were not identified in the initial consultation
- Some of the consultation processes used during the initial consultations will be included; ie meeting with people with disability
- Identify additional strategies for consideration;

The Shire is required to report on the progress in the prescribed format to the Disability Services Commission annually.

Reporting on the DAIP

The Disability Services Act sets out the minimum reporting requirements for public authorities in relation to DAIPS.

Council will report on the implementation of its DAIP through its annual report and the prescribed proforma to the Disability Services Commission by 4th July each year, outlining:

- Its progress towards the desired outcomes of the DAIP;
- The progress of its agents and contractors towards meeting the seven desired outcomes; and
- Where applicable, agents and contractors will be informed of the DAIP prior to carrying out any work for the Shire.

STRATEGIES TO IMPROVE ACCESS AND INCLUSION

The seven desired outcomes provide a framework for strategies aimed at improving access and inclusion for people with disabilities. The following strategies will be reflected in Council's 2015-2020 Implementation Plan.

Outcome 1:

People with disability have the same opportunities as other people to access the services of, and any events organized or sponsored by Council.

Strategies	Timeline
Consult people with disability on their need for services and the accessibility of current services	July each year
Monitor the Shire services to ensure equitable access and inclusion	Ongoing
Promote the inclusion of the DAIP values and goals into other Shire plans and strategies	Ongoing as required
That events provided and/or funded are accessible and inclusive to people with disability	Ongoing per event

Outcome 2:

People with disability have the same opportunities as other people to access the buildings and other facilities provided by Council.

Strategies	Timeline
Progress public building upgrades to incorporate standards for access and requested additional needs for access	Ongoing as required
Redevelopment building works to have where practical mobility disability access and disability access where required	Ongoing where required
New building works have mobility disability access and disability access where required	Ongoing where required
Advocate to local businesses the benefits of accessible venues and the importance where identified of requirements for disabled access	Ongoing

Outcome 3:

People with disability receive information from Council in a format that will enable them to access the information as readily as other people are able to access it.

Strategies	Timeline
Make available Council and Shire information on request in suitable electronic form to assist visually and hearing impaired persons to easily understand information	Ongoing as requested

published	
When information is available in physical form that it is easily accessible and also available in another format on request to assist persons to easily understand information published	Ongoing as requested

Outcome 4:

People with disability receive the same level and quality of service from Council staff as other people receive from the staff of Council.

Strategies	Timeline
Maintain the existing and future confidence and professionalism of staff to work together with persons with disability	Ongoing
Staff to be encouraged to identify any areas where the quality of service to people with disability can be initiated and/or improved	Ongoing per staff meetings

Outcome 5:

People with disability have the same opportunities as other people to make complaints to Council.

Strategies	Timeline
Maintain the existing and future staff confidence and professionalism to interact with persons with disability when complaints are being lodged	Ongoing
Make available on request mediums suitable for persons with disability to lodge complaints	Ongoing as requested

Outcome 6:

People with disability have the same opportunities as other people to participate in any public consultation by Council.

Strategies	Timeline
Public consultation is facilitated in suitable buildings to permit inclusion of persons with mobility disabilities	Ongoing
On request that suitable technology is made available to assist persons with disability participate in public consultation	Ongoing as requested

Outcome Seven: People with disability have the same opportunities as other people to obtain and maintain employment with a public authority.

Strategies	Task	Timeline
Use inclusive recruitment practices.	<p>Plan job interviews in an accessible venue as required after consulting with the job applicant.</p> <p>Provide a statement in the job advertisement highlighting that the Shire is an equal opportunity employer</p>	Continuing as needed
Work with local disability employment support provider to employ a person with a disability	Enquire with local Disability Employment in Narrogin to investigate employment opportunities of persons with disability	Continuing as needed

APPENDIX 1

Progress Since 2008 to 2012 under the Disability Access and Inclusion Plan

Outcome 1:

People with disability have the same opportunities as other people to access the services of, and any events organized or sponsored by Council.

- The Shire Library has increased the number of audio books (talking books) and large print books held at the library, and these are regularly rotated through the WA LISA rotation program. These books are located at easily accessible levels and are well signed.
- Successful funding applications to facilitate capital works on the Shire office to improve accessibility
- Successful uploading of the Shires DAIP onto the website
- Positive relationships developed between other Shires through NEWROC grouping allowing a central exchange point of ideas and developments
- Agricultural Show and other events where community has involvement are held at the Recreation Ground Facilities to facilitate persons with mobility disabilities, a main cause of disability within the Shire.

Outcome 2: Access at Council Buildings and Facilities Improved

- A public toilet block has been constructed at the Shire caravan park, Volunteer park, Swimming Pool and tourist sites at Shire reserves that are suitable for people with disability.
- Footpaths along the main street have been replaced with smooth concrete surface to assist mobility.
- Access ramps from footpaths to road surface have been provided in certain.
- Auto door has been installed at the main entrance to the Shire offices
- Pram ramps to allow minimal trip hazard from road to footpath
- Disabled toilet signage is to appropriate standard
- Full support disability swing set in playgrounds
- Front counter at the Shire incorporates a low section to assist with serving customers in mobile chairs (Gophers and the like)

Outcome 3:

Information about Functions, Facilities and Services is provided in Formats which meet the Communication Needs of People with Disability

- The Shire advertised through the local Council newsletter that Council information is available in alternative formats upon request.
- Staff are aware of how to reformat information to assist people to access Shire information

Outcome 4:

Staff Awareness of the Needs of People with Disability and Skills in Delivering Advice and Services are Improved

- Council staff continue to assist persons to help arrange travel to essential service, access books and audio for their enjoyment and to assist in information understanding.

Outcome 5:

Opportunities are provided for People with Disability to Participate in Public Consultation, Grievance Mechanisms and Decision Making Processes

- The Shire provides information through public documents regarding all Council agreed new works
- On election days the Shire ensures that buildings are accessible and that modified polling booths are in place.
- The Shire staff have proven themselves to be most understanding and very giving in assistance towards people with disability

Outcome 6:

People with disability have the same opportunities as other people to participate in any public consultation by Council.

- Shire staff and officers have assisted people with disability to access and be included in all Council discussions and functions on request
- Staff provide and explain the purpose of the Council function or meetings in a professional manner

Shire of Wickepin

Disability Access and Inclusion Plan

IMPLEMENTATION PLAN

2015 – 2020

Implementation Plan 2015 - 2020

The Implementation Plan itemises what the Shire of Wickepin will be undertaking in 2015-2020 to improve access and inclusion to Shire services, information and facilities for people with disabilities.

The Implementation Plan is presented using a table to outline the:

- individual tasks being undertaken;
- timeline for completion of the individual tasks;
- officer position or part of the public authority with responsibility for completing the individual tasks; and
- the broad strategy that the individual tasks are supporting.

As outlined in the Shire of Wickepin's DAIP, many of the broad strategies will not be completed in 2015-2020; however individual tasks to support the achievement of those strategies may well be undertaken in part or whole in 2015-2020 through the Implementation Plan.

In the event some of the broad strategies will not be achieved in 2015-2020 they will be supported by tasks outlined in future Implementation Plans.

Outcome One:

People with disability have the same opportunities as other people to access the services of, and any events organized or sponsored by Council.

Strategies	Task	Timeline	Responsibility
Consult people with disability on their need for services and the accessibility of current services	<ul style="list-style-type: none">• Shire staff to document all concerns and requests and report to the appropriate shire officer where disability access and inclusion is not being fully met or can be improved• Bring up the topic of access and inclusion at all meetings attended by staff and councillors.	2015-2020	Administration Staff, CEO, DCEO and PEHO/BS
Monitor the Shire services to ensure equitable access and inclusion	<ul style="list-style-type: none">• Staff to be encouraged to speak about access and inclusion issues in all services performed by the Shire• Staff to be invited to bring up identified concerns about access and inclusion	Continuing	Administration Staff, CEO, DCEO, Works Manager and PEHO/BS
Promote the inclusion of the DAIP values and goals into other Shire plans and strategies	<ul style="list-style-type: none">• Incorporate and review DAIP values and intent in the Shires Strategic Plan• Monitor new and reviewed Shire plans where DAIP values can be incorporated	Continuing	CEO, DCEO and PEHO/BS

Outcome One:
People with disability have the same opportunities as other people to access the services of, and any events organized or sponsored by Council.

Strategies	Task	Timeline	Responsibility
That events provided and/or funded are accessible and inclusive to people with disability	<ul style="list-style-type: none"> • That public events within the Shire are planned incorporating the 'Creating Accessible Events Checklist' • That privately run events are introduced to the 'Creating Accessible Events Checklist' and encouraged to implement 	Continuing for each event	Administration Staff, CEO, DCEO, Works Manager and PEHO/BS
Advertise in the local 'Watershed' newspaper to assist with implementing and broadcasting the Shires access and inclusion for people with disability and to promote this to businesses and groups within the Shire.	<ul style="list-style-type: none"> • Update the website to better advertise the shires DAIP 	2016	CEO, DCEO and PEHO/BS

Outcome Two:

People with disability have the same opportunities as other people to access the buildings and other facilities provided by the Shire of Wickepin.

Strategies	Task	Timeline	Responsibility
Public building inspections to also consider standards for access and requested additional needs for access	<ul style="list-style-type: none"> • Inspection of public building to include review of access for persons with mobility disabilities. • Incorporate into inspection reports submissions for funding to implement access upgrades. • Discuss with people using buildings at time of inspection about any access issues. 	Continuing	PEHO, DCEO and Handyman
Redevelopment building works to have where practical mobility disability access and disability access where required	<ul style="list-style-type: none"> • That the Shires building officer is involved at the early building design stage to ensure compliance with the disability requirements in buildings. • Whilst new building projects are being work-shopped that consultation is done to invite comment on access and inclusion matters. 	Continuing	PEHO, DCEO and CEO
New building works have mobility disability access and disability access where required	<ul style="list-style-type: none"> • That the Shires building officer is involved at the early building design stage to ensure compliance with the disability requirements in buildings. • Whilst new building projects are being work-shopped that consultation is done to invite comment on access and inclusion matters. 	Continuing	PEHO, DCEO and CEO

Outcome Three:

People with disability receive information from Council in a format that will enable them to access the information as readily as other people are able to access it.

Strategies	Task	Timeline	Responsibility
Make available Council and Shire information on request in suitable electronic form to assist visually and hearing impaired persons to easily understand information published	<ul style="list-style-type: none">• Provide staff with access to information that assist with digital document reformatting• Provide staff with access to alternative avenues of communications such as computer enhanced speaking documents• Liaise with the Community Resource Centre staff to highlight available technology for the needs of people with hearing and visual disabilities.	Continuing	DCEO and Administration staff
When information is available in physical form that it is easily accessible and also available in another format on request to assist persons to easily understand information published	<ul style="list-style-type: none">• That paper copies of public accessible documents are provided on request in an agreeable format such but not limited to CDROM to permit formatting of text and/or speaking document ability via a PC.• All public documents to be made available at the Shire front counter.	Continuing	DCEO and Administration staff

Outcome Four:

People with disability receive the same level and quality of service from Council staff as other people receive from the staff of Council.

Strategies	Task	Timeline	Responsibility
That shire staff are confident and professional when interacting with persons with disability	<ul style="list-style-type: none">• Maintain the existing confidence and professionalism of Shire staff in dealings with customers and warrant this for future employees. Education resources available through DSC, WALGA and other suitable education assets will be used.	Continuing	DCEO and Administration staff
Staff to be encouraged to identify any areas where the quality of service to people with disability can be initiated and/or improved	<ul style="list-style-type: none">• Encourage staff at the appropriate staff meetings to raise access and inclusion issues that could need investigation.	Continuing	CEO, DCEO, Administration staff and 'outside' staff

Outcome Five:**People with disability have the same opportunities as other people to make complaints to Council.**

Strategies	Task	Timeline	Responsibility
Maintain the existing and future staff confidence and professionalism to interact with persons with disabilities when complaints are being lodged	<ul style="list-style-type: none">• Maintain the existing confidence and professionalism of Shire staff in dealings with customers and warrant this for future employees. Education resources available through DSC, WALGA and other suitable education assets will be used.	Continuing development, training and mentoring of new staff	CEO, DCEO & senior admin staff
Make available on request mediums suitable for persons with disability to lodge complaints	<ul style="list-style-type: none">• Maintain the existing and new staff capabilities to assist people where appropriate with methods for making complaints that suit individual needs.	Continuing development, training and mentoring of new staff	CEO, DCEO & senior admin staff

Outcome Six:

People with disability have the same opportunities as other people to participate in any public consultation by Council.

Strategies	Task	Timeline	Responsibility
Public consultation is facilitated in suitable buildings to permit inclusion of persons with mobility disabilities	<ul style="list-style-type: none">• Include in notifications of public consultation the option to request a building suitable for particular access.• Plan meetings in buildings best suited to achieve maximum inclusion of all persons with consideration of maximum number allowed.	Continuing as needed	CEO & Admin staff CEO, PEHO/BS & Admin staff
On request that suitable technology is made available to assist persons with disability participate in public consultation	<ul style="list-style-type: none">• Include in notifications of public consultation the option to request technology/devices that will assist people to participate• Prepare counter staff to receive requests for technology/devices and that this request is expedited to the responsible officer to arrange.	Continuing as needed	CEO & Admin staff CEO, EHO/BS & Admin staff

Outcome Seven:**People with disability have the same opportunities as other people to obtain and maintain employment with the Shire of Wickepin.**

Strategies	Task	Timeline	Responsibility
Use inclusive recruitment practices.	<ul style="list-style-type: none">• Plan job interviews in an accessible venue as required after consulting with the job applicant.• Provide a statement in the job advertisement highlighting that the Shire is an equal opportunity employer.	Continuing as needed	CEO CEO
Work with local disability employment support provider to employ a person with a disability	<ul style="list-style-type: none">• Enquire with local Disability Employment Service provider based in Narrogin to investigate employment opportunities of persons with disability.	Continuing as needed	CEO

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Revised By the Shire of Wickepin 2015